

Notes on Pre-Decisional Involvement (PDI) Call on
VSIP Planning Process With FSA Employee Associations

Prepared by

John R Lohr, NASCOE President

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- DAFO Greg Diephouse and his staff led the call with representatives of FSA's employee associations to allow for PDI on the current VSIP planning process.
- FSA leadership is concerned with our salary and expense funding for FY2014
 - Section 714 money that helped us avoid furloughs in FY2013 will not be available in FY2014.
 - A sequestration reduction will probably still be applied to our funding.
 - FSA remains concerned that last minute reductions similar to what happened in FY2013 could be applied to any of the proposed budget marks (House, Senate, or President).
 - Starting FY2014 with a continuing resolution would hamstring FSA in any effort to do an early FY2014 VSIP.
- FSA projects needing to reduce staffing by 1000 FTEs by the start of FY2014.
 - FSA estimates that 300 FTE reductions could be achieved by continuing the hiring freeze.
 - The current VERA will help with the reduction.
 - Since VERA applicants can withdraw an offer up until the day they go off the rolls, the number for this round of VERA reductions will not be known until early August.
 - The proposed VSIP will try to reduce the balance, projected to be 600 to 700.
- The proposed VSIP would have targeted employees applying and off the rolls by September 30, 2013.
 - The incentive payment amount has not been set, but if past practice is any indicator, it could reasonably be expected to fall between \$20,000 and \$25,000.
 - Funding still needs to be approved for this VSIP.
 - There would probably be about a 2 week application process.
- FSA expects to immediately begin the VSIP request process.
 - The request must be considered and approved by the Department (USDA), OMB, and OPM.
 - FSA would expect an answer in about a month.
 - FSA can trim the number of VSIPs after the plan is approved but cannot increase beyond the approved number.

- Plans with priority ranking for a state's VSIP slots have already been prepared by each SED.
 - SEDs were given separate and proportional numbers for the reductions to their CO and GS staff ceilings.
 - Plans have been submitted, vetted, approved and are part of the current VSIP request.
 - An individual state's need for VSIP will depend on the reduction still needed after the hiring freeze attrition and the VERA's success in meeting the state's reduction targets.

- NASCOE members can submit questions on the VSIP to their NASCOE Area Exec and the questions will be forwarded up to DAFO.